

Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2009Open to Public
Inspection**A For the 2009 calendar year, or tax year beginning and ending****B** Check if applicable

- ☒ Address change
☐ Name change
☐ Initial return
☐ Terminated
☐ Amended return
☐ Application pending

Please use IRS label or print or type
See Specific Instructions**C** Name of organization**EQUAL ACCESS INTERNATIONAL**

Doing Business As

Number and street (or P.O. box if mail is not delivered to street address) Room/suite

271 AUSTIN STREET

City or town, state or country, and ZIP + 4

SAN FRANCISCO, CA 94109**F** Name and address of principal officer **RONNI GOLDFARB**
SAME AS C ABOVE**D** Employer identification number**94-3402601****E** Telephone number**415-561-4884****G** Gross receipts \$**3,046,690.****H(a)** Is this a group return

for affiliates?

☐ Yes☒ No**H(b)** Are all affiliates included?☐ Yes☐ No

If "No," attach a list (see instructions)

H(c) Group exemption number ▶**I** Tax-exempt status ☒ 501(c) (3) (insert no) ☐ 4947(a)(1) or ☐ 527**J** Website: ▶ **WWW.EQUALACCESS.ORG****K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶**L** Year of formation **2000****M** State of legal domicile **CA****Part I Summary**

Activities & Governance	1	Briefly describe the organization's mission or most significant activities	SEE PART III, LINE 1.	
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	9
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	8
	5	Total number of employees (Part V, line 2a)	5	15
	6	Total number of volunteers (estimate if necessary)	6	11
	7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b	Net unrelated business taxable income from Form 990-T, line 34	7b	0.	
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9	Program service revenue (Part VIII, line 2g)	6,699,348.	3,029,687.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,590.	986.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		16,017.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	6,701,938.	3,046,690.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)		
	14	Benefits paid to or for members (Part IX, column (A), line 4)		
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	1,788,332.	1,995,969.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		313.
	b	Total fundraising expenses (Part IX, column (D), line 25)		19,171.
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	2,200,608.	2,405,635.
	18	Total expenses - Add lines 13-17 (must equal Part IX, column (A), line 25)	3,988,940.	4,401,917.
19	Revenue less expenses - Subtract line 18 from line 12	2,712,998.	-1,355,227.	
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21	Total liabilities (Part X, line 26)	3,536,242.	2,086,078.
	22	Net assets or fund balances - Subtract line 21 from line 20	503,359.	408,422.
			3,032,883.	1,677,656.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer: *John Neal* Date: **11-15-10**

JOHN NEAL, CFO
Type or print name and title

Paid Preparer's Use Only

Preparer's signature: *David F. Gelman* Date: **11-12-10** Check if self-employed: ☐ Preparer's identifying number (see instructions):

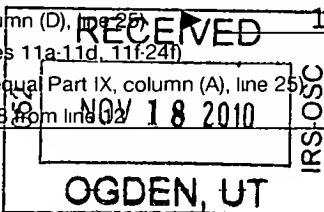
Firm's name (or yours if self-employed), address, and ZIP + 4: **GELMAN, ROSENBERG & FREEDMAN**
4550 MONTGOMERY AVE., SUITE 650 NORTH
BETHESDA, MARYLAND 20814-2930

EIN ▶ Phone no. ▶ **(301) 951-9090**

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes☐ No

SCANNED DEC 10 2010



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Part III Statement of Program Service Accomplishments

1 Briefly describe the organization's mission

TO CREATE POSITIVE SOCIAL CHANGE FOR MILLIONS OF UNDER-SERVED PEOPLE
IN THE DEVELOPING WORLD BY PROVIDING CRITICALLY NEEDED INFORMATION AND
EDUCATION THROUGH INNOVATIVE MEDIA, APPROPRIATE TECHNOLOGY AND DIRECT
COMMUNITY ENGAGEMENT.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☒ Yes ☐ No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes ☒ No

If "Yes," describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

SEE SCHEDULE O FOR CONTINUATION(S)

4a (Code) (Expenses \$ 1,506,495. including grants of \$) (Revenue \$)

AFGHANISTAN:

EQUAL ACCESS PRODUCED 88 ORIGINAL HOURS OF PROGRAMMING IN 2009 AND
BROADCASTED MORE THAN FIVE HOURS OF ENGAGING SOCIAL DEVELOPMENT RADIO
AND MULTI-MEDIA PROGRAMMING DAILY VIA OUR PASHTO/DARI/UZBEK LANGUAGE
SERVICE, "RADIO DANESH" ("KNOWLEDGE RADIO") THAT REACHES 10 MILLION
PEOPLE VIA PARTNER FM STATIONS AND THE SALAM WATANDAR SATELLITE
NETWORK. IN AFGHANISTAN, OUR IN-HOUSE STUDIO AND LOCAL STAFF DESIGN AND
PRODUCE RADIO AND TV DRAMAS, MAGAZINE SHOWS, VOX POPS, FEATURES, AND
FIELD REPORTAGE. WE ALSO COMBINE LIVE STREET THEATRE PERFORMANCE FOR
THOUSANDS IN RURAL AREAS AT SCHOOLS OR OTHER COMMUNITY CENTERS. IN
2009, WE CONDUCTED MORE THAN 250 MOBILE THEATER PERFORMANCES AND
195,300 PEOPLE ATTENDED. THROUGH INNOVATIVE MEDIA COMBINED WITH

4b (Code) (Expenses \$ 1,355,769. including grants of \$) (Revenue \$)

SAHEL (CHAD AND NIGER):

IN 2008, EQUAL ACCESS BEGAN WORKING IN CHAD AS THE MEDIA PARTNER IN THE
USAID-FUNDED PEACE THROUGH DEVELOPMENT (PDEV) PROJECT IMPLEMENTED BY
AED. UTILIZING ITS INNOVATIVE PARTICIPATORY RADIO METHODOLOGY, EQUAL
ACCESS' TEAM OF CHADIAN PRODUCERS ENGAGES LISTENERS THROUGH THE
PRODUCTION OF TWO WEEKLY RADIO SERIES FOR YOUTH AND GOOD GOVERNANCE. IN
ADDITION TO PRODUCING HIGH QUALITY RADIO PROGRAMS, EQUAL ACCESS
IMPLEMENTS A VARIETY OF OTHER MEDIA ACTIVITIES THAT SUPPORT THE CHADIAN
RADIO SECTOR. AS OF JUNE, 2010, AN ESTIMATED NEARLY ONE MILLION
CHADIANS REGULARLY LISTEN TO AT LEAST ONE OR BOTH OF THE WEEKLY RADIO
SERIES FROM AN ESTABLISHED NETWORK OF 15 PARTNER STATIONS INCLUDING
NATIONAL, COMMERCIAL AND COMMUNITY RADIO STATIONS ACROSS THE FIVE PDEV

4c (Code) (Expenses \$ 608,526. including grants of \$) (Revenue \$)

CAMBODIA :

EQUAL ACCESS PRODUCED MORE THAN 363 ORIGINAL HOURS OF PROGRAMMING AND
BROADCASTED ENGAGING KHMER LANGUAGE SOCIAL DEVELOPMENT RADIO AND
MULTI-MEDIA PROGRAMMING DAILY TO AN ESTIMATED AUDIENCE OF ALMOST 4
MILLION AND A BROADCAST REACH OF 80% OF THE COUNTRY'S POPULATION (OVER
10 MILLION). IN CAMBODIA, EQUAL ACCESS' IN-HOUSE STUDIO AND LOCAL STAFF
DESIGN AND PRODUCE RADIO DRAMAS, MAGAZINE SHOWS, VOX POPS, FEATURES,
AND FIELD REPORTAGE, WHILE ALSO COORDINATING PRODUCTION ELEMENTS WITH
LOCAL PARTNERS. IN 2009 MAJOR PROGRAMMING INITIATIVES FOCUSED ON HUMAN
RIGHTS, DEMOCRACY, ELECTIONS AND DECENTRALIZATION, AS WELL AS YOUTH
LIFE-SKILLS AND LIVELIHOODS, ANTI-CHILD EXPLOITATION AND SMALL AND
MEDIUM SIZE BUSINESS ENTREPRENEURSHIP.

4d Other program services. (Describe in Schedule O)

(Expenses \$ 754,234. including grants of \$) (Revenue \$)

4e Total program service expenses \$ 4,225,024.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>	N/A	
6 Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 Is the organization's answer to any of the following questions "Yes"? <i>If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	X	
• Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>		
• Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		
• Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		
• Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		
• Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		
• Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? <i>If "Yes," complete Schedule D, Part X</i>		
12 Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>	X	
12A Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional</i>	Yes	No
		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?	X	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? <i>If "Yes," complete Schedule F, Part I</i>	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		X

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Part IV Checklist of Required Schedules (continued)

	Yes	No
21 Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21	X
22 Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a	X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b	X
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	26	X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	27	X
28 Was the organization a party to a business transaction with one of the following parties, (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	34	X
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35	X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37	X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?	38	X

Note. All Form 990 filers are required to complete Schedule O

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Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable.	11	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.	15	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions).	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	X	
b	If "Yes," enter the name of the foreign country SEE SCHEDULE O See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year.		
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year? N/A		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966? N/A		
b	Did the organization make a distribution to a donor, donor advisor, or related person? N/A		
10	Section 501(c)(7) organizations. Enter		
a	Initiation fees and capital contributions included on Part VIII, line 12 N/A		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter		
a	Gross income from members or shareholders N/A		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		

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Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Section A. Governing Body and Management

	Yes	No
1a Enter the number of voting members of the governing body	9	
b Enter the number of voting members that are independent	8	
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4	X
5 Did the organization become aware during the year of a material diversion of the organization's assets?	5	X
6 Does the organization have members or stockholders?	6	X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	X
b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	8a	X
b Each committee with authority to act on behalf of the governing body?	8b	X
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
10a Does the organization have local chapters, branches, or affiliates?	10a	X
b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	10b	
11 Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11	X
11A Describe in Schedule O the process, if any, used by the organization to review this Form 990		
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	X
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	X
13 Does the organization have a written whistleblower policy?	13	X
14 Does the organization have a written document retention and destruction policy?	14	X
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	15a	X
b Other officers or key employees of the organization	15b	X
If "Yes" to line 15a or 15b, describe the process in Schedule O. (See instructions.)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	X
b If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ► CA

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
☐ Own website ☐ Another's website ☒ Upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization. ►
 JOHN NEAL - 415-561-4884
 271 AUSTIN STREET, SAN FRANCISCO, CA 94109

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year. Use Schedule J-2 if additional space is needed.

• List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• List all of the organization's current key employees. See instructions for definition of "key employee."

• List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ Check this box if the organization did not compensate any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
RONNI GOLDFARB PRESIDENT, EXEC. DIR.	40.00	X		X				149,948.	0.	10,362.
MARK GUNTHER CHAIR	1.00	X		X				0.	0.	0.
JULIE GUPTA BOARD MEMBER	1.00	X						0.	0.	0.
MICHAEL NOVAK BOARD MEMBER	1.00	X						0.	0.	0.
SASWATI PAUL BOARD MEMBER	1.00	X						0.	0.	0.
JIM TOBIN BOARD MEMBER	1.00	X						0.	0.	0.
CHET HASKELL BOARD MEMBER	1.00	X						0.	0.	0.
BOB BERG BOARD MEMBER	1.00	X						0.	0.	0.
MARY-BETH GARBER BOARD MEMBER	1.00	X						0.	0.	0.
MICHAEL BOSSE SEC., VICE PRES.	40.00			X				125,312.	0.	1,980.
JOHN NEAL CFO/TREAS.	40.00			X				94,687.	0.	1,980.

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Total								369,947.	0.	14,322.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization **2**

- 3** Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4** For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4	X	
5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation
FANAYEE THEATER, QALA NAJARA, KHAIR KHANA, KABUL, AFGHANISTAN	THEATRE SERVICES FOR PROJECTS IN AFGHANI	215,000.
IDEOSYNC MEDIA COMBINE, 177 ASHOKA ENCLAVE III, FARIDABAD, HARYANA, INDIA 121003	RADIO PRODUCTION AND DISTRIBUTIONS SERVI	109,358.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization **2**

Part VIII Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	1640256.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	1389431.				
	g Noncash contributions included in lines 1a-1f \$						
	h Total. Add lines 1a-1f		3029687.				
Program Service Revenue	Business Code						
	2 a						
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			986.			986.
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross Rents	(i) Real	(ii) Personal				
	b Less rental expenses						
	c Rental income or (loss)						
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
	b Less cost or other basis and sales expenses						
	c Gain or (loss)						
	d Net gain or (loss)						
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a					
	b Less direct expenses	b					
	c Net income or (loss) from fundraising events						
	9 a Gross income from gaming activities See Part IV, line 19	a					
	b Less direct expenses	b					
	c Net income or (loss) from gaming activities						
	10 a Gross sales of inventory, less returns and allowances	a					
	b Less cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
	Miscellaneous Revenue			Business Code			
	11 a OTHER REVENUE		900099	16,017.			16,017.
b							
c							
d All other revenue							
e Total. Add lines 11a-11d			16,017.				
12 Total revenue. See instructions.			3046690.	0.	0.	17,003.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21				
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	384,269.	165,958.	212,460.	5,851.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	1,372,823.	1,117,591.	255,220.	12.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits	128,587.	99,054.	29,462.	71.
10 Payroll taxes	110,290.	80,866.	29,077.	347.
11 Fees for services (non-employees)				
a Management				
b Legal	493.		493.	
c Accounting	35,248.		35,248.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	313.			313.
f Investment management fees				
g Other	1,006,118.	924,083.	77,387.	4,648.
12 Advertising and promotion				
13 Office expenses	354,080.	253,720.	98,000.	2,360.
14 Information technology				
15 Royalties				
16 Occupancy	105,105.	61,150.	43,955.	
17 Travel	499,541.	462,091.	36,676.	774.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	684.		684.	
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a MISCELLANEOUS EXPENSES	355,101.	295,643.	58,112.	1,346.
b BROADCAST SERVICES	49,265.	50,631.	-1,366.	
c G&A ALLOCATION	0.	714,237.	-717,686.	3,449.
d				
e				
f All other expenses				
25 Total functional expenses. Add lines 1 through 24f	4,401,917.	4,225,024.	157,722.	19,171.
26 Joint costs. Check here <input type="checkbox"/> if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	21,688.	1	83,911.
	2 Savings and temporary cash investments	103,434.	2	146,578.
	3 Pledges and grants receivable, net	3,322,993.	3	1,775,875.
	4 Accounts receivable, net	57,474.	4	54,401.
	5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	25,856.	9	20,160.
	10a Land, buildings, and equipment. Cost or other basis. Complete Part VI of Schedule D	10a 17,334.		
	b Less accumulated depreciation	10b 17,334.	684.	10c 0.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	4,113.	15	5,153.
16 Total assets. Add lines 1 through 15 (must equal line 34)	3,536,242.	16	2,086,078.	
Liabilities	17 Accounts payable and accrued expenses	151,730.	17	92,465.
	18 Grants payable		18	
	19 Deferred revenue	51,629.	19	40,957.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties	300,000.	23	275,000.
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities. Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	503,359.	26	408,422.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	-489,084.	27	-86,073.
	28 Temporarily restricted net assets	3,521,967.	28	1,763,729.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	3,032,883.	33	1,677,656.
	34 Total liabilities and net assets/fund balances	3,536,242.	34	2,086,078.

Form 990 (2009)

Part XI Financial Statements and Reporting

- 1 Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
- b Were the organization's financial statements audited by an independent accountant?
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O
- d If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both
☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		X
2b	X	
2c	X	
3a	X	
3b	X	

Form 990 (2009)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No. 1545-0047

2009

**Open to Public
Inspection**

Name of the organization

Employer identification number

EOUAL ACCESS INTERNATIONAL

94-3402601

Part I	Reason for Public Charity Status (All organizations must complete this part) See instructions
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The organization is not a private foundation because it is (For lines 1 through 11, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state _____

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II)

9 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)

10 ☐ An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**

11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a ☐ Type I b ☐ Type II c ☐ Type III - Functionally integrated d ☐ Type III - Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f ☐ If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box _____

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?

(ii) A family member of a person described in (i) above?

(iii) A 35% controlled entity of a person described in (i) or (ii) above?

h Provide the following information about the supported organization(s)

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

[illegible]

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule A (Form 990 or 990-EZ) 2009

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	1,247,966.	2,328,580.	3,227,033.	6,699,348.	3,029,687.	16,532,614.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	1,247,966.	2,328,580.	3,227,033.	6,699,348.	3,029,687.	16,532,614.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						16,532,614.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
7 Amounts from line 4	1,247,966.	2,328,580.	3,227,033.	6,699,348.	3,029,687.	16,532,614.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	708.	493.	6,853.	2,590.	986.	11,630.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	9,286.	14,044.	27,602.		16,017.	66,949.
11 Total support. Add lines 7 through 10						16,611,193.
12 Gross receipts from related activities, etc. (see instructions)					12	343,191.

13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2009 (line 6, column (f) divided by line 11, column (f))	14	99.53 %
15 Public support percentage from 2008 Schedule A, Part II, line 14	15	99.04 %
16a 33 1/3% support test - 2009. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input checked="" type="checkbox"/>		
b 33 1/3% support test - 2008. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
17a 10% -facts-and-circumstances test - 2009. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 10% -facts-and-circumstances test - 2008. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <input type="checkbox"/>		

Schedule A (Form 990 or 990-EZ) 2009

Part III Support Schedule for Organizations Described in Section 509(a)(2) (Complete only if you checked the box on line 9 of Part I.)**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support (Add lines 9, 10c, 11, and 12)						

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2009 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2008 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2009 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2008 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2009. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐

b 33 1/3% support tests - 2008. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

Schedule A (Form 990 or 990-EZ) 2009

Schedule D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990,

Part IV, line 6, 7, 8, 9, 10, 11, or 12.

▶ Attach to Form 990. ▶ See separate instructions.

OMB No. 1545-0047

2009

Open to Public
Inspection

Name of the organization

EQUAL ACCESS INTERNATIONAL

Employer identification number

94-3402601

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7

1 Purpose(s) of conservation easements held by the organization (check all that apply)

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or pleasure)	<input type="checkbox"/> Preservation of an historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" to Form 990, Part IV, line 8

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
(ii) Assets included in Form 990, Part X	▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items:

a Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a ☐ Public exhibition
 b ☐ Scholarly research
 c ☐ Preservation for future generations

- d ☐ Loan or exchange programs
 e ☐ Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets

to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No
Part IV Escrow and Custodial Arrangements. Complete if organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b If "Yes," explain the arrangement in Part XIV and complete the following table

	Amount
1c	
1d	
1e	
1f	

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

2a Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

b If "Yes," explain the arrangement in Part XIV

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the year end balance held as

a Board designated or quasi-endowment ► _____ %

b Permanent endowment ► _____ %

c Term endowment ► _____ %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

(i) unrelated organizations

(ii) related organizations

b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		
3a(ii)		
3b		

4 Describe in Part XIV the intended uses of the organization's endowment funds

Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		1,971.	1,971.	0.
d Equipment		15,363.	15,363.	0.
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))				0.

Schedule D (Form 990) 2009

Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	3,046,690.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	4,401,917.
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-1,355,227.
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 through 8	9	0.
10	Excess or (deficit) for the year per audited financial statements Combine lines 3 and 9	10	-1,355,227.

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements	1	3,048,860.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	2,170.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	2,170.
3	Subtract line 2e from line 1	3	3,046,690.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	3,046,690.

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	4,404,087.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	2,170.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	2,170.
3	Subtract line 2e from line 1	3	4,401,917.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	4,401,917.

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X: IN JUNE 2006, THE FINANCIAL ACCOUNTING STANDARDS BOARD

(FASB) RELEASED FASB ASC 740-10, INCOME TAXES, THAT PROVIDES GUIDANCE FOR REPORTING UNCERTAINTY IN INCOME TAXES. FOR THE YEAR ENDED DECEMBER 31, 2009, EAI HAS DOCUMENTED ITS CONSIDERATION OF FASB ASC 740-10 AND DETERMINED THAT NO MATERIAL UNCERTAIN TAX POSITIONS QUALIFY FOR EITHER RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS.

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► Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.

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1 For grantmakers. Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☐ Yes ☐ No

3 Activities per Region (Use Schedule F-1 (Form 990) if additional space is needed)

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule F (Form 990) 2009

**SCHEDULE J
(Form 990)**

Department of the Treasury
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Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees

► Complete if the organization answered "Yes" to Form 990,
Part IV, line 23.

► Attach to Form 990. ► See separate instructions.

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Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990,
Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or
reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors,
trustees, and the CEO/Executive Director, regarding the items checked in line 1a?

3 Indicate which, if any, of the following the organization uses to establish the compensation of the organization's
CEO/Executive Director. Check all that apply.

- | | |
|--|---|
| <input type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a, with respect to the filing
organization or a related organization

- a** Receive a severance payment or change-of-control payment?
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
- c** Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III

Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.

5 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation
contingent on the revenues of

- a** The organization?
- b** Any related organization?

If "Yes" to line 5a or 5b, describe in Part III

6 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation
contingent on the net earnings of

- a** The organization?
- b** Any related organization?

If "Yes" to line 6a or 6b, describe in Part III

7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments
not described in lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the
initial contract exception described in Regs. section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in
Regulations section 53.4958-6(c)?

Yes No

1b

2

4a

4b

4c

5a

5b

6a

6b

7

8

9

X

X

X

X

X

X

X

X

X

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Schedule J (Form 990) 2009

SCHEDULE O

(Form 990)

Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990**Complete to provide information for responses to specific questions on
Form 990 or to provide any additional information.
▶ Attach to Form 990.

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FORM 990, PART III, LINE 2, NEW PROGRAM SERVICES:

SIGNIFICANTLY EXPANDED PROGRAMS IN YEMEN, AND ENDED THE PROGRAMS
CONDUCTED IN NEPAL.

PLEASE SEE FORM 990, PART III 4D FOR DETAILED EXPLANATION OF THE
PROGRAM SERVICES CONDUCTED IN YEMEN.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

TARGETED COMMUNITY-BASED OUTREACH ACTIVITIES, AFGHANS RECEIVE
LIFE-CHANGING INFORMATION ON WOMEN'S RIGHTS; HUMAN RIGHTS, RULE OF LAW,
YOUTH LIFE SKILLS AND LIVELIHOODS DRUG PREVENTION AND CIVIC EDUCATION.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

TARGET REGIONS IN CHAD.

IN 2008, EQUAL ACCESS BEGAN WORKING IN NIGER AS THE MEDIA PARTNER IN
THE USAID-FUNDED PEACE THROUGH DEVELOPMENT (PDEV) PROJECT IMPLEMENTED
BY AED. UTILIZING ITS INVENTIVE PARTICIPATORY RADIO METHODOLOGY, EQUAL
ACCESS' TALENTED TEAM OF NIGERIEN PRODUCERS ENGAGES MILLIONS OF
LISTENERS THROUGH THE PRODUCTION OF TWO WEEKLY RADIO SERIES FOR YOUTH
AND GOOD GOVERNANCE. IN ADDITION TO PRODUCING HIGH QUALITY RADIO
PROGRAMS, EQUAL ACCESS IMPLEMENTS A VARIETY OF OTHER MEDIA ACTIVITIES
THAT SUPPORT THE BURGEONING NIGERIEN RADIO SECTOR. AS OF JUNE, 2010 AN
ESTIMATED 2.5 MILLION NIGERIENS REGULARLY LISTEN TO AT LEAST ONE OR
BOTH OF THE WEEKLY RADIO SERIES FROM A WELL-ESTABLISHED NETWORK OF 40
PARTNER STATIONS INCLUDING NATIONAL, COMMERCIAL AND COMMUNITY RADIO

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STATIONS ACROSS THE FIVE PDEV TARGET REGIONS IN NIGER.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

PAKISTAN :

AS PART OF AN EFFORT TO IMPROVE TRANSPARENCY AND TO ADDRESS THE
PRESSING ECONOMIC AND SOCIAL CONDITIONS IN FATA, EQUAL ACCESS (EA)
CREATED AN INNOVATIVE PASHTO-LANGUAGE SHOW, KADAM PA KADAM (KPK), OR
STEP BY STEP, WHICH OFFERS PAKISTANIS LIVING IN TRIBAL AREAS
COMMUNITY-FOCUSED AND LOCALLY GENERATED CONTENT. THIS 30-MINUTE RADIO
PROGRAM INCLUDES NEWS UPDATES, ONE-ON-ONE INTERVIEWS, PANEL
DISCUSSIONS, SONGS, PASHTO POETRY, STORY-TELLING, AND A SERIAL DRAMA TO
FOSTER POSITIVE CHANGE AND ENGAGE COMMUNITIES IN DEVELOPMENT ACTIVITIES
IN THE TRIBAL BELT. KPK UTILIZES RESPECTED LOCAL VOICES TO COMMUNICATE,
CREATING NUANCED, CREDIBLE, AND CULTURALLY SENSITIVE PROGRAMMING THAT
EMBRACES THE UNIQUE ELEMENTS OF PASHTO CULTURE.

KPK IS BROADCAST ON PAKISTAN BROADCAST CORPORATION'S, RADIO PESHAWAR AM
TRANSMITTER, WHICH IS ESTIMATED TO REACH AN AREA POPULATED BY
APPROXIMATELY 30 MILLION PEOPLE, INCLUDING ALL OF FATA, MOST OF KHYBER
PAKHTUNKHWA AND PARTS OF EASTERN AFGHANISTAN. THIS INNOVATIVE PROGRAM
WAS CREATED AS PART OF EA'S MANDATE TO IMPLEMENT THE COMMUNICATIONS
COMPONENT OF THE USAID-FUNDED FATA CAPACITY BUILDING PROJECT (CBP).
EXPENSES \$ 386322. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

YEMEN:

IN 2009, EQUAL ACCESS BEGAN SUBSTANTIAL PROJECTS IN YEMEN. THE FIRST

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OF ITS KIND, THIS YOUTH RADIO SERIES, TITLED "LET'S BE THE BEST
TOGETHER" ("MA'AN LEENKON ALAFDAL"), COMBINES A CHAT SHOW AND
ENTERTAINMENT WITH LIFE SKILLS AND INFORMATION TO EMPOWER AND ENGAGE
YOUTH ACROSS YEMEN. HOSTED BY TWO YOUTH - ONE FEMALE AND ONE MALE - THE
PROGRAM FEATURES ENGAGING DISCUSSIONS, LISTENER PERSPECTIVES,
INTERVIEWS, A MINI-DRAMA SEGMENT, MUSIC, POETRY, AND VOX POPS FEATURING
VOICES FROM ACROSS THE COUNTRY. THE UNIQUE APPEAL OF THIS PROGRAM, AS
NOTED BY MANY YOUTH LISTENERS IN RESPONSE TO THE FIRST EPISODE, IS THAT
THE CONTENT ADDRESSES YOUTH ISSUES AND CONCERNS FROM A YOUTH
PERSPECTIVE. THIS 32-EPISODE SERIES WILL COVER A RANGE OF ISSUES AND IS
SUPPORTED BY THE U.S. DEPARTMENT OF STATE'S BUREAU OF DEMOCRACY, HUMAN
RIGHTS AND LABOR AND UNDP YEMEN. UPCOMING EPISODE TOPICS AND THEMES
INCLUDE FRIENDSHIP, ACTIVE CITIZENSHIP, FAMILY RELATIONSHIPS, EARLY
MARRIAGE, CAREER CHOICES AND HEALTHY LIFESTYLES. PROGRAMS WILL CONTINUE
TO HIGHLIGHT YOUTH VOICES AND OPPORTUNITIES AS WELL AS FEATURE
SCHOLARS, POETS, AND RELIGIOUS LEADERS.

PROVIDING INFORMATION AND PERSPECTIVES THAT FOSTER DIALOGUE, TOLERANCE
AND POSITIVE ACTION AMONG YEMENI YOUTH IS A KEY GOAL FOR EQUAL ACCESS
AND FOR THE PROGRAM. THE INITIAL RESPONSE TO THE PROGRAM HAS BEEN
OVERWHELMINGLY POSITIVE, WITH YOUTH FROM ACROSS THE COUNTRY VOICING
SUPPORT AND INTEREST. THE BROADCASTS ARE COMPLEMENTED BY LIFE SKILLS
AND LEADERSHIP TRAINING FOR 300 YOUTH FACILITATORS, EACH ENGAGING 12-15
MEMBERS OF THEIR COMMUNITY IN YOUTH LISTENING AND DISCUSSION CLUBS.
ADDITIONALLY, YOUTH GATHER TO ORGANIZE INTER-GENERATIONAL COMMUNITY
ROUNDTABLES TO EXPLORE TOLERANCE AND HUMAN RIGHTS WITHIN ISLAM.

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ADDITIONALLY ON A SEPARATE PROJECT WITH UNDP YEMEN, EQUAL ACCESS
TRAINED 30 PRINT AND AUDIO JOURNALISTS IN TRANSPARENCY AND
ACCOUNTABILITY AND TRAINED 5 RADIO STATIONS AND THE MASS COMMUNICATION
TRAINING AND QUALIFYING INSTITUTE (MCTQI) ON THE USE OF NEWLY SUPPLIED
AND INSTALLED DIGITAL EQUIPMENT THROUGH THE UNDP ACCOUNTABILITY AND
TRANSPARENCY PROJECT. EQUAL ACCESS IS REGISTERED WITH THE YEMENI
MINISTRY OF PLANNING AND INTERNATIONAL COOPERATION AS EQUAL ACCESS
YEMEN AND HAS FULL RADIO PRODUCTION CAPACITY WITH AN IN-HOUSE STUDIO.
EA'S ACTIVITIES IN YEMEN ARE SUPPORTED BY U.S. DEPARTMENT OF STATE'S
BUREAU OF DEMOCRACY, HUMAN RIGHTS AND LABOR AND UNDP AND IMPLEMENTED IN
CLOSE COLLABORATION WITH THE MINISTRY OF YOUTH AND THE MINISTRY OF
INFORMATION ALONG WITH A RANGE OF LOCAL PARTNERSHIPS INCLUDING SOUL AND
THE MASS COMMUNICATION TRAINING AND QUALIFYING INSTITUTE (MCTQI).
EXPENSES \$ 228418. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

OTHER PROGRAM:

LAOS:

EQUAL ACCESS AND ITS LOCAL PARTNER MAHOSET CONSULTING HAVE TRAINED
STUDENTS IN PAKSE AND SARAVANH UPPER SECONDARY SCHOOLS TO PRODUCE A
YOUTH CHAT SHOW BASED ON THE REPLICATION OF OUR SUCCESSFUL NEPAL YOUTH
PROGRAM, "CHATTING WITH MY BEST FRIEND". A NEW IN-SCHOOL DIGITAL
PRODUCTION STUDIO WAS BUILT AT SARAVANH SECONDARY SCHOOL IN ADDITION TO
THE ONE BUILT AT PAKSE SECONDARY SCHOOL IN 2007. STUDENTS AND
SUPPORTING TEACHERS RECEIVED ONGOING TRAINING ON RADIO PRODUCTION AND
THE USE OF CREATIVE ARTS TO ADDRESS YOUTH LIFE SKILLS, INCLUDING HIV
AWARENESS, STDS, NEGOTIATING RELATIONSHIPS, AVOIDING DRUGS AND

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TRAFFICKING, AND STAYING IN SCHOOL. THIS PROGRAM IS BROADCAST THROUGH
THE SUPPORT OF RADIO LAO PAKSE. EQUAL ACCESS ALSO PARTNERED WITH AND
PROVIDED CONSULTATION TO UNICEF NEPAL TOWARDS THE DEVELOPMENT OF A
NATIONAL YOUTH RADIO SERIES.

INDIA :

TO INCREASE AWARENESS AND KNOWLEDGE OF HIV/AIDS AND STDs, A
CROSS-BORDER INITIATIVE TARGETING NEPALI MIGRANTS IN MUMBAI WAS
CONCLUDED IN 2009. THE PROGRAM EXPANDED TO ALSO SUPPORT INDIAN MIGRANTS
IN DELHI AND UTTARAKHAND. IN UTTARAKHAND, A SECOND EQUAL ACCESS
PROJECT TRAINED RURAL YOUTH TO PRODUCE COMMUNITY RADIO. TRAININGS HAVE
INCLUDED SCRIPT WRITING, EDITING, AND TECHNICAL AND REPORTING SKILLS.
PROGRAMMING PRODUCED BY THESE RURAL COMMUNITIES INCLUDES VITAL
EDUCATION ON HEALTH, WOMEN'S EMPOWERMENT, YOUTH ISSUES, AND THE
ENVIRONMENT. THIS COMMUNITY RADIO INITIATIVE HAS CATALYZED BROADER
LOCAL ENGAGEMENT AND MOBILIZATION. EQUAL ACCESS INDIA PROGRAMS ARE
IMPLEMENTED IN PARTNERSHIP WITH IDEOSYNC MEDIA COMBINE.
EXPENSES \$ 139494. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:

AFGHANISTAN, CAMBODIA, CHAD, NEPAL,
NIGER, YEMEN (ADEN)

FORM 990, PART VI, SECTION A, LINE 5: IN 2010, EQUAL ACCESS MANAGEMENT
BECAME AWARE, THROUGH EMPLOYEES ACTING UNDER OUR WHISTLE-BLOWER POLICY, OF
ALLEGATIONS THAT FRAUDULENT EXPENSE TRANSACTIONS HAD BEEN RECORDED IN

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AFGHANISTAN FOR THE BENEFIT OF THE COUNTRY DIRECTOR. THE ALLEGATIONS WERE
INVESTIGATED AND FOUND TO BE TRUTHFUL. THE COUNTRY DIRECTOR WAS DISMISSED
AND ALL TRANSACTIONS DURING HIS TERM WERE INVESTIGATED. REPORTS WERE
SUBMITTED TO DONORS AND FUNDS WERE RETURNED TO DONORS, AS NECESSARY.

FORM 990, PART VI, SECTION B, LINE 11: THE 990 FORM WAS PREPARED BY THE
OUTSIDE ACCOUNTING FIRM, REVIEWED BY SENIOR MANAGEMENT OFFICIALS, AND A
COPY WAS SENT TO EACH BOARD MEMBER BEFORE FILING WITH THE INTERNAL REVENUE
SERVICE.

FORM 990, PART VI, SECTION B, LINE 12C: EMPLOYEES ARE EXPECTED TO USE GOOD
JUDGMENT TO ADHERE TO HIGH ETHICAL STANDARDS AND TO AVOID SITUATIONS THAT
CREATE AN ACTUAL OR POTENTIAL CONFLICT BETWEEN THE EMPLOYEE'S PERSONAL
INTERESTS AND THE INTERESTS OF EAI. EMPLOYEES UNSURE AS TO WHETHER A
CERTAIN TRANSACTION, ACTIVITY, OR RELATIONSHIP CONSTITUTES A CONFLICT OF
INTEREST DISCUSS IT WITH THEIR SUPERVISOR OR THE EXECUTIVE DIRECTOR FOR
CLARIFICATION. ANY EXCEPTIONS TO THIS GUIDELINE MUST BE APPROVED IN WRITING
BY THE EXECUTIVE DIRECTOR. FAILURE TO ADHERE TO THIS GUIDELINE, INCLUDING
FAILING TO DISCLOSE ANY CONFLICTS OR TO SEEK AN EXCEPTION, WILL RESULT IN
DISCIPLINE, UP TO AND INCLUDING TERMINATION OF EMPLOYMENT.
THE BOARD IS REQUIRED TO ANNUALLY DISCLOSE ANY CONFLICTS OF INTEREST. IF A
CONFLICT OF INTEREST WERE TO OCCUR, THE MEMBER WOULD RECUSE THEMSELVES FROM
DISCUSSING AND VOTING ON THE MATTER.

FORM 990, PART VI, SECTION B, LINE 15A: THE PROCESS FOR DETERMINING THE
PRESIDENT/EXECUTIVE DIRECTOR'S SALARY INCLUDED A REVIEW AND APPROVAL BY THE

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INDEPENDENT BOARD MEMBERS WHO USED COMPARABLE SALARY DATA. THE BOARD
MEMBERS' DECISION WAS DOCUMENTED IN THE MINUTES AND THE PERSONNEL FILES.

THE PRESIDENT/EXECUTIVE DIRECTOR ALONG WITH A BOARD MEMBER DETERMINED THE
SALARIES FOR THE OTHER OFFICERS USING COMPARABLE SALARY DATA AND
CONTEMPORANEOUSLY DOCUMENTED THEIR DECISIONS IN THE PERSONNEL FILES.

FORM 990, PART VI, SECTION C, LINE 19: GOVERNING DOCUMENTS, THE CONFLICT
OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC ON
REQUEST.

FORM 990, PART VI, SECTION B LINE 14:
THE ORGANIZATION IS CURRENTLY WORKING ON IMPLEMENTING A DOCUMENT
RETENTION AND DESTRUCTION POLICY.